



DEPARTMENT OF THE NAVY

**NAVY PERSONNEL COMMAND
5720 INTEGRITY DRIVE
MILLINGTON TN 38055-0000**

5720

PERS 00J6/20170204

January 30, 2017

Mr. Brian T. Meskell
11311 172nd Street E
Puyallup, WA 98374

Dear Mr. Meskell:

SUBJECT: YOUR FREEDOM OF INFORMATION ACT (FOIA) REQUEST

This is in response to your Freedom of Information Act (FOIA) request of January 25, 2017. You seek a the selection results for the SELRES Human Resource Direct Commission Officer (DCO) board. The Office of the Chief of Naval Operations (DNS-36) referred your request to this command. The referral of your request was received in this office (PERS-00J) ON January 30, 2107, and has been assigned FOIA correspondence file CNPC20170204 by this command.

Responsive documentation is enclosed. If necessary, you may contact the undersigned at (901) 874-3165.

Sincerely,

A handwritten signature in black ink, appearing to read "D.P. German", with a long horizontal line extending to the right.

D.P. GERMAN
FOIA/PA Officer
By direction



FY-17 HR DCO Professional Recommendation Board Results

1. Congratulations to the following applicants who were selected to be commissioned through the FY-17 HR DCO Program!

DIDAWICK, JOSHUA
HRIVNAK, TAMI
MCMINN, MELVIN

2. Competition was keen during the FY-17 HR DCO Professional Recommendation Board, with 43 qualified applicants reviewed for up to three quotas. The results yielded a 7% Board selection rate.

3. Ultimately, the deciding factor for selection was **sustained superior performance while accomplishing HR work and in leadership positions**, as evidenced by employer recommendations/appraisals, enlisted evaluations (if applicable), and HR Officer interviews. The interview appraisals offer a community level endorsement of an applicant's fit to the Navy HR community and are a valuable aspect of an HR DCO package. Several additional success factors were identified for the best qualified applicants:

	<u>Selectees</u>	<u>Non-selects</u>
HR experience	12 years (average)	8 years (average)
HR Related Degree	100%	72%
Professional certification *	100%	11%
Leadership experience	67%	78%
Military experience	67%	73%

* Professional certification includes a current, nationally-recognized professional HR certification, such as PHR, SPHR, GPHR, CISSP, GSLC, or another IT or financial management certification.

4. Selectees are commissioned as Ensigns (O-1) in the fiscal year selected and are required to complete the Direct Commission Officer Indoctrination Course (two-week period of Annual Training) within one year of commissioning. Once commissioned, Selectees will be assigned to a Navy Operational Support Center closest to their home of record and will apply for a HR centric Reserve Unit through JOAPPLY. Reserve HR community questions can be directed to the Officer Community Manager, LCDR Matt Mooshegian at matthew.mooshegian@navy.mil.